PRINCE EDWARD ISLAND

DEPARTMENT OF INDUSTRY

CAROL A. MAYNE
CHIEF

RESEARCH AND ANALYTICAL SERVICES
HUMAN RESOURCE DEVELOPMENT
P.O. BOX 2000
CHARLOTTETOWN, P.E.I. C1A 7N8

TELEPHONE
(902) 892-5445
TELEX 014-44154

FIRST ANNUAL 1983 JOURNEYMEN FOLLOW-UP SURVEY RESULTS

PREPARED BY:

RESEARCH & PLANNING,
HUMAN RESOURCE DEVELOPMENT
PEI DEPARTMENT OF INDUSTRY

IN CO-OPERATION WITH:

APPRENTICESHIP BRANCH,
PEI DEPARTMENT OF
FISHERIES & LABOUR

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PREFACE

During the summer of 1983, the Journeymen Followup Survey was conducted by the Research and Planning Branch in consultation with the Apprenticeship Branch of the PEI Department of Labour. As a result of a reorganization, the Research and Planning Branch is now with the PEI Department of Industry, while the Apprenticeship Branch remained with the PEI Department of Fisheries and Labour.

The report was prepared by the Research and Planning Branch of the PEI Department of Industry and approved by the Apprenticeship Branch of the PEI Department of Fisheries and Labour.

INTRODUCTION

The following report represents the results of the 1983 Journeymen Follow-up Survey conducted by the Prince Edward Island Department of Labour in the Summer of 1983. The data provides a statistical picture of those journeymen who received their certificate of qualification between 1975 and 1979.

Journeymen were asked to provide information on various topics such as age, education, pre-apprenticeship training, block release training, apprenticeship training, final examination for certificate of qualification, activity since receiving certificate of qualification and future plans.

Before discussing each of the above, it is important to discuss the methodology of the report.

METHODOLOGY

OBJECTIVES:

In order to ensure that the questionnaire would yield the desired results, the following objectives were identified:

1. To determine how the apprenticeship program could be improved.
2. To determine the labour market outcomes of tradesmen.

POPULATION:

The list of journeymen surveyed (those who received certificates of Qualification between 1975-1979) was obtained from the files of the PEI Department of Labour. Questionnaires were mailed to 629 tradespersons during the summer of 1983.

PRE-TEST:

Before the Journeymen survey was undertaken, a pre-test of the questionnaire was completed on eight journeymen who were selected at random. The pre-test of the questionnaire resulted in revisions being made to the questionnaire before the survey was sent to the entire group. A copy of the questionnaire appears in Appendix I.

RESPONSE RATE:

Although questionnaires were mailed to 629 tradespeople, 31 individuals could not be located. Thus, of the 598 who could be located 429 or 71%

returned the questionnaires, which is a good response.

The following sections will summarize information (such as age, education) for those surveyed.

BACKGROUND INFORMATION

Sex

Of the 429 persons who returned their questionnaires, 424 (99%) were male. The construction trades within the province are dominated by males. The females who did respond were trained in the cooking trade.

Age

Journeymen were also asked to indicate their year of birth which was then used to calculate the age of the tradesmen. The average age was approximately 37, with the youngest tradesmen being 25 and the oldest 69. Table 1 shows the breakdown of journeymen by age.

TABLE 1 - NUMBER OF JOURNEYMEN BY AGE

AGE	NUMBER	PERCENTAGE
25-34	218	52.9
35-44	115	27.9
45-54	55	13.3
55-64	21	5.1
65 +	3	.7
TOTAL	412	

SOURCE: 1983 Journeymen Follow-up Survey - Question 2
PEI Department of Industry

The majority of journeymen are between the ages of 25-34 as one might expect given that the survey included those who had obtained their trades qualification between 1975 and 1979. (Later in the Report an analysis by age by trade will be presented in order to identify potential training needs).

EDUCATION

Journeymen were also asked to indicate the highest level of education which they completed. There is a wide variation in previous education levels as Table 2 indicates.

TABLE 2 - HIGHEST LEVEL OF EDUCATION COMPLETED BY JOURNEYMEN

EDUCATION LEVEL	NUMBER	PERCENTAGE
Grade 10 or less	144	34.1
Grade 11	59	14.0
Grade 12	119	28.2
Academic Upgrading	57	13.5
Some University	26	6.2
University Degree	5	1.2
Some Post-secondary	6	1.4
Other	6	1.4
TOTAL	422	

SOURCE: 1983 Journeymen Follow Survey - Question 3
PEI Department of Industry

The majority (48%) had not completed high school, but 28% had completed Grade 12. Approximately 9% had completed some post-secondary education. Indeed, 5 people had obtained a university degree. As well,

14% had taken academic upgrading. Thus, even though the provincial apprenticeship program requires a Grade 10 education for admission, 66% had more than the required education.

LOCATION:

The location of the journeymen on file at the Department of Labour were coded, as well as the location of the journeymen who corrected the name and address. Table 3 shows the number at a particular location before and after the survey. The before coding was based on the most recent Department of Fisheries and Labour address. The after is based on corrections supplied by the journeymen.

TABLE 3 - LOCATION OF JOURNEYMEN

LOCATION	BEFORE [1]	AFTER [1]
Nova Scotia		3
New Brunswick	1	
Ontario		3
Manitoba		2
Alberta		7
Abrams Village	2	2
Alberton	9	9
Borden	3	3
Bunbury	5	5
Cardigan	4	4
Central Bedeque	9	8
Charlottetown	112	112
Cornwall	28	29
Crapaud	7	7
Georgetown	1	1
Hunter River	24	24
Kensington	13	14
Kinkora	2	2
Miscouche	2	2
Montague	31	28
Morell	6	6
Mount Stewart	18	18
Murray River	5	5
Rustico	2	2
O'Leary	9	9
Parkdale	3	3
Sherwood	5	7
Souris	14	14
Southport	3	2
St. Eleanor's	19	20
St. Peters	2	2
Summerside	31	30
Tignish	7	7
Tyne Valley	15	15
Victoria	1	1
Wellington	12	10
Wilmot	4	5
PEI (Location not available)	14	2

SOURCE: [1] Coded before based on most recent Department of Labour address. After based on corrections supplied by the journeymen.

As Table 3 demonstrates, there has been very little change in residence for the journeymen. The first location is based on the most recent address available to Department of Labour when the journeymen renewed their trades qualifications. For example, a journeyman may have moved several times since obtaining the trades qualification but not since the time the certificate was renewed. This is probably the major reason for the consistency in location.

Fifteen of the journeymen had moved to another province (or in percentage terms 3%), however, the majority remained in the same location. The data do not capture the mobility of the journeymen from the time of receiving the trades qualification to 1983. Instead, mobility since the time of renewal is measured which would seem to account for the consistency in location.

PRE-APPRENTICESHIP TRAINING

One of the objectives of the survey was to determine ways of improving the provincial apprenticeship system. Journeymen were asked if they had taken a pre-apprenticeship course. If so, specific questions about the course were asked in order to identify potential improvements.

It should be pointed out that there are two basic ways of obtaining a trades qualification. First, the individual can enrol in and complete the provincial apprenticeship program where a person is apprenticed with an employer. Also, an individual after working a number of years in the trade, could write an examination and be certified. Therefore, some of the questions on pre-apprenticeship or block release training are not appropriate for individuals who received their trades qualification without enrolling in the provincial

apprenticeship system.

Approximately 55% of the journeymen had taken a pre apprenticeship course. Those who had taken the course, were asked specific questions about the course. The responses are summarized in the following table.

TABLE 4 - RESPONSES TO QUESTIONS ON PRE APPRENTICESHIP COURSE

QUESTION	YES #	YES %	NO #	NO %
Was the course helpful in finding an employer to take you on as an apprentice?	197	86	32	14
Did the course help you in the performance of your daily work activities?	226	97	6	3
Was the coverage of the trade theory adequate?	205	89	26	11
Was the amount of time spent in practical applications adequate?	155	69	70	31

SOURCE: 1983 Journeymen Follow-up Survey - Question 4(a) - 4(e)
PEI Department of Industry

Overall, it is apparent that the majority of Journeymen were pleased with the course and its benefits. However, there were some concerns that the amount of time spent in practical applications was not adequate. This recommendation was reflected in the specific improvements recommended in the course. In total, 53 recommended more time be spent on the job training or practical work experience in the pre-apprenticeship course. Others recommended improvements such as more detailed courses, updated training programs, better

screening procedures.

Thus, overall, journeymen were favourably impressed with the pre-apprenticeship course. The main recommendation for improvement in the course was more time spent in on-the-job training. However, a pre-apprenticeship course must strike an appropriate balance between theory and practical applications.

PRE-APPRENTICESHIP ENROLMENT

There are a number of different career routes for those wishing to become journeymen. For example, the individual leaving the school system could take a pre-apprenticeship course. However, the individual could be out of school several years before taking the pre-apprenticeship course. Journeymen were asked to indicate the amount of time that elapsed between leaving the school system and enrolling in the pre-apprenticeship course.

Table 5 presents the results:

TABLE 5 - AMOUNT OF TIME ELAPSED BETWEEN LEAVING THE SCHOOL SYSTEM AND ENROLLING IN THE PRE APPRENTICESHIP COURSE

TIME ELAPSED	NUMBER	PERCENTAGE
0 months	73	32.2
1 - 11 months	48	21.1
1 Year	26	11.5
2 years	17	7.5
3 years	16	7.0
4 years	8	3.5
5 years	5	2.2
6-9 years	7	3.1
10 years or more	27	11.9
TOTAL	227	

SOURCE: 1983 Journeymen Follow-up Survey - Question 4 (f)
PEI Department of Industry

The majority of journeymen took the pre-apprenticeship course within a year of leaving the school system. However, a significant percentage (12%) had been out of school 10 years or more prior to enrolling in the pre-apprenticeship course. In total, approximately 35% had been out of school two years or more prior to enrolling. Perhaps this points out the need for more vocational counselling while the individual is enrolled in the school system. In other words, students would be encouraged to become more familiar with available training and education options which could result in less time elapsing between leaving the school system and enrolling in the pre-apprenticeship course.

In an effort to determine the success of the pre-apprenticeship course, journeymen were asked "How much time elapsed between when you completed the pre-apprenticeship course and when you secured employment in the trade?" The graduates were extremely successful in obtaining employment. The majority (92%) found employment in the trade within six months. The remaining journeymen did not find employment in the trade for 7-11 months (3%), 1-2 years (3%) or 3 or more years (2%).

Clearly the vast majority of graduates from the pre-apprenticeship course were able to secure employment in the trade very quickly. The journeymen would have been seeking employment during the 1970's when the construction industry was experiencing a boom with school and other Development Plan construction. Thus the success of the journeymen in finding employment in the trade very quickly was probably a result of expanding employment opportunities in the construction industry.

BLOCK RELEASE TRAINING

Journeymen were asked to indicate whether or not they had taken block release training. Specific questions were also asked as to aspects of the training. Block release training refers to that portion of apprenticeship training which is spent in the classroom. The apprenticeship program requires that a specified period of time during each year of the apprenticeship program is to be spent in the classroom.

The majority (53%) of the journeymen had not taken block release training. This, of course, would be those journeymen who had obtained their trades qualification without enrolling in the apprenticeship program. As well, there was some confusion in interpreting the question as some may not have understood the meaning of the term block release training. Nevertheless 47% did report taking block release training.

In order to identify potential improvements in block release training, journeymen were asked to assess the training in terms of six categories.

TABLE 6 - JOURNEYMEN'S PERCEPTION OF THE BLOCK RELEASE TRAINING

ASPECTS	TOTAL	HIGHLY INADEQUATE		INADEQUATE		ADEQUATE		HIGHLY ADEQUATE		NOT APPLICABLE	
		#	%	#	%	#	%	#	%	#	%
Course content in relation to job requirements	193	2	1	1	8	151	78	21	11	3	2
Amount of shop time	142	12	6	56	29	103	54	13	7	8	2
Quality of shop equipment	192	8	4	14	7	108	56	53	28	9	5
Quantity of shop equipment	191	7	4	31	16	98	51	43	23	12	6
Overall quality of instruction	194	5	3	6	3	96	50	86	44	1	1
Overall satisfaction with block release	193	0		11	6	130	67	50	26	2	1

SOURCE: 1983 Journeymen Follow-up Survey - Question 5
PEI Department of Industry

It is apparent that overall the majority thought the block release was adequate. Only 9% thought that course content was not adequate in relation to job requirements. However, 35% thought the amount of shop time was inadequate. This could be as a result of two different factors. First, there is a genuine need for more shop time. Second, journeymen accustomed to working on the job, suggest that block release training should focus more on the practical and less on the theory.

It is difficult to interpret whether there is, in fact, a need for more on-the-job training or whether journeymen prefer practical to theoretical work. In particular, journeymen who were mechanics (28%), electricians (38%) and plumbers (59%) were dissatisfied with the amount of shop time.

Some journeymen did not think the quality (11%) or the quantity (20%) of equipment was adequate in their block release training. Plumbers (24%) in particular did not think the quantity of shop equipment was adequate.

The quality of instruction was considered adequate by 94% of the journeymen. Similarly, the overall satisfaction with block release was very high at 93%. In general, the journeymen were very satisfied with the quality of instruction as well as with the overall block release course.

The major recommendation for improvement was an increase in the amount of time spent in the shop, however, the purpose of block release training is to instruct apprentices in various theoretical aspects of the trade. Thus,any change in the mix between theory and practice must ensure apprentices are thoroughly familiar with theoretical principles.

APPRENTICESHIP TRAINING

Journeymen were asked "In general, are you satisfied with apprenticeship training as preparation for a job?" Only 9% or 33 journeymen indicated they were not satisfied with the apprenticeship program. Of the ones who were dissatisfied, there were various reasons provided. For example, eight people found it hard to find an employer to do the training, six

thought the salaries during apprenticeship training were too low, five thought the training took too long while five did not like the classroom portion of the training.

Clearly, journeymen were satisfied with their apprenticeship training.

FINAL EXAMINATION FOR CERTIFICATE OF QUALIFICATION

In order to be issued a trades qualification certificate, journeymen are required to take a final examination. Journeymen were asked to provide their opinions on the trades qualification exams. Once again, the majority (91%) thought their examinations covered all important aspects of the trade. Those who did not think the exam covered all important aspects of the trade suggested the following improvements:

1) There should be more emphasis placed on practical job situations.

2) The motor vehicle repair examination should include emission.

3) The exams were thought in some instances to be out of date and in need of revision.

All journeymen were asked to provide comments (such as content, wording or difficulty of the questions) on the final examination. There was a wide variety of comments. Some (33) had problems with the wording, while others (14) thought the exam was clear and fair. Nine thought the final examination included areas which were not taught. Certain questions were considered irrelevant by eight journeymen. As well, twelve noted that the exam needed to be upgraded and updated. Some (7) felt there was more than one correct answer to questions. Journeymen also saw the need for more practical evaluation (5)

and more Prince Edward Island work related questions (3).

Overall, then 41 journeymen had problems with the wording of the questions. Also, journeymen suggested there was a need to revise the exam to make it more up-to-date, exclude irrelevant questions, include more Prince Edward Island work related situations and practical evaluations. The basic recommendation which journeymen are making is to update and revise the exams by examining the wording, the relevance of the questions to Prince Edward Island and ensuring the exam content is relevant to work in the trade.

In summary, journeymen were asked to critically evaluate various aspects of the apprenticeship program, including the preapprenticeship course, the block release training, the final examination and apprenticeship training in general. Overall, it is apparent that the vast majority were satisfied with the apprenticeship program. Perhaps, this is because of the labour market outcomes of the journeymen.

ACTIVITY SINCE RECEIVING CERTIFICATE OF QUALIFICATION

One of the objectives of the Journeymen Follow-up Survey was to determine their labour market outcomes. In an effort to assess their success in obtaining employment, journeymen were asked "In the past five years on the average, how many months of the year have you been employed?"

On average, journeymen were employed 10.5 months per year which is extremely encouraging considering the seasonal nature of the construction industry. Table 7 provides the results.

TABLE 7 - AVERAGE NUMBER OF MONTHS OF EMPLOYMENT DURING THE PAST FIVE YEARS

NUMBER OF MONTHS	NUMBER	PERCENTAGE	CUMULATIVE PERCENTAGE
1 month	1	.2	.2
2 months	2	.5	.7
3 months	1	.2	1.0
4 months	3	.7	1.7
5 months	5	1.2	2.9
6 months	24	5.8	8.7
7 months	8	1.9	10.6
8 months	35	8.4	19.0
9 months	27	6.5	25.5
10 months	36	8.7	34.2
11 months	17	4.1	38.3
12 months	256	61.7	100
TOTAL	415	100	

SOURCE: 1983 Journeymen Follow-up Survey - Question 8
PEI Department of Industry

Clearly, the majority (62%) worked all year round. Only 3% had worked less than six months per year over the five year period. In total, 97% were employed six months or more on the average during the last five years. Thus, even with a seasonal construction industry, journeymen were able to secure year round employment.

PRESENT EMPLOYMENT STATUS

This is further supported by the low unemployment rate of journeymen. At the time of the survey

during the summer of 1983, 10% of the journeymen were unemployed. Of the 398 who were in the labour force (defined as working or seeking work) 359 or 90% were employed. Approximately 4% of the journeymen were not in the labour force as some were retired or semi-retired.

EMPLOYMENT

Those who were employed were asked if they were self employed. Approximately 24% of the employed journeymen indicated they were self employed. About one out of every four journeymen were self employed. Thus the tradesmen were entrepreneurs also in creating their own jobs.

OCCUPATION

Journeymen were asked to indicate their current occupation and to describe their duties. The following table presents the range of occupations of employed journeymen.

TABLE 8 - OCCUPATION OF EMPLOYED JOURNEYMEN

OCCUPATION	NUMBER	PERCENTAGE
1116 - Inspectors, Regulatory officers, Govt.	4	1.1
1137 - Sales and Advertising Occupations	1	0.3
1145 - Management Occupation, Construction	2	0.6
1147 - Management Occupation, Transport & Communication	1	0.3
1149 - Other managers	2	0.6
1171 - Accountants, Auditors	1	0.3
1174 - Personnel and Related	1	0.3
2147 - Mechanical Engineer	1	0.3
2159 - Architects and Engineers	1	0.3
2350 - Supervisor in Library	1	0.3
2733 - Secondary School Teacher	1	0.3
2791 - Community College and Vocational Teachers	9	2.5
2793 - Post Secondary School Teachers	2	0.6
2795 - Teachers of Exceptional Students	1	0.3
4153 - Shipping and receiving clerk	1	0.3
4159 - Material, recording occupations	1	0.3
4177 - Messenger	1	0.3
4197 - General office clerk	1	0.3
5130 - Supervisor: Sales Occupation	7	1.9
5131 - Technical salesmen	2	0.6
5133 - Commercial Travellers	1	0.3
5145 - Service Station Attendants	1	0.3
5170 - Supervisor: Sales, Services	1	0.3
5171 - Insurance Salesmen	2	0.6
6113 - Policemen	1	0.3
6115 - Guards	1	0.3
6121 - Chefs and Cooks	3	0.8
6129 - Food and Beverage Preparation	1	0.3
7111 - Farmers	2	0.6
7195 - Nursery and related	1	0.3
7313 - Fishermen	2	0.6
8239 - Wood Processing	1	0.3
8313 - Machinist	3	0.8

TABLE 8 - OCCUPATION OF EMPLOYED JOURNEYMEN (continued)

OCCUPATION	NUMBER	PERCENTAGE
8315 - Machine Tool Operating	1	0.3
8333 - Sheet Metal Workers	3	0.8
8510 - Foremen: Fabricating, Assembling	1	0.3
8533 - Electrical and Related	3	0.8
8536 - Inspecting and Testing	1	0.3
8541 - Cabinet and Wood furniture	1	0.3
8580 - Foreman: Mechanics	4	1.1
8585 - Motor Vehicle Mechanics	80	22.1
8584 - Industrial, Farm Construction Mechanics	11	3.0
8589 - Other Mechanics	2	0.6
8595 - Painting and Decorating	1	0.3
8718 - Occupations in Labouring	1	0.3
8730 - Foremen: Electrical Power	4	1.1
8731 - Electrical Power Lineman	5	1.4
8733 - Construction electrician	42	11.6
8780 - Foreman: other construction trades	6	1.7
8787 - Carpenters	77	21.3
8782 - Brick and Stone Masons	9	2.5
8791 - Pipefitting, Plumbing	27	7.5
8799 - Other Construction Trades	20	5.5
9533 - Stationary engine and utilities equipment operating	1	0.3
TOTAL	418	

SOURCE: 1983 Journeymen Follow-up Survey - Question 9B, 9C
PEI Department of Industry

Clearly, journeymen have obtained employment in a wide variety of occupations. In some instances, journeymen are obviously employed in occupations which represent

promotions for them, for example, some are foremen while others are managers. However, some of the occupations do not appear to be trade related, for example, general office clerk or library supervisor. The number, however, is limited because more than 60% of those employed were motor vehicle mechanics (22%), carpenters (21%), electricians (12%) and plumbers and pipefitters (8%). Thus the majority of journeymen worked in jobs directly related to their trades and had not received promotions.

Some journeymen (4%) had become involved in teaching at the high school or post secondary level. Others had become involved in sales occupations, still others must have taken additional training to allow them to work as engineers or accountants. As well, some of the occupations could be trade related which is not immediately obvious from the occupation title. For example, perhaps some of those who are farmers or fishermen could be using their trades in equipment repair.

Journeymen themselves are in the best position to ascertain if the job is trade related. In order to determine the journeymen's perception of whether the job was related to the trade, the following question was asked "Is this job related to the trade you were certified in?"

The results are extremely interesting. In total, 85% indicated they were in an occupation directly related to their trade. As well, 10% thought they were in a job indirectly related to the trade. However, only 5% indicated they were in a job, not at all related to their trade. This is somewhat surprising given the number of jobs in Table 8 that do not appear to be related to the trade.

For those in a job not related to the trade, only three people said it was because they were unable to find a trade related job. Others found they could earn more money at other work and one journeymen's health would not permit working in the trade.

Journeymen were also asked to indicate the industry they were employed in and the length of time in their present job.

INDUSTRY

Journeymen were asked to provide the name of their employer and the type of industry. Both were used to code the industry based on the 1980 Standard Industrial Classification.

Table 9 presents the list of industries where journeymen were employed.

TABLE 9 - INDUSTRY OF EMPLOYED JOURNEYMEN

INDUSTRY	NUMBER	PERCENTAGE
11 -- Livestock Farm	1	0.3
13 - Field Crop Farm	2	0.6
23 - Other Services Incidental to Agriculture	1	0.3
31 - Fishing Industries	2	0.6
71 - Crude Petroleum, Natural Gas	1	0.3
101 - Meat and Poultry	1	0.3
103 - Fruit and Vegetable	1	0.3
104 - Dairy Products	2	0.6
251 - Sawmill	1	0.3
254 - Sash Door and Other Millwork	2	0.6
259 - Other Wood Industry	1	0.3
261 - Household Furniture	2	0.6
306 - Hardware, Tool and Cutlery	1	0.3
308 - Machine Shop	2	0.6
327 - Shipbuilding and Repair	1	0.3
328 - Boatbuilding and Repair	1	0.3
36k - Refined Petroleum Products	2	0.6
401 - Residential Building	49	14.2
402 - Non-residential Building	14	4.1
412 - Highway and Heavy Construction	5	1.5
421 - Site Work	2	0.6
422 - Structured and Related	5	1.5
423 - Exterior Close-in Work	2	0.6
424 - Plumbing and Heating	28	8.1
425 - Mechanical Specialty	5	1.5
426 - Electrical Work	27	7.8
427 - Interior and Finishing Work	5	1.5
453 - Railway Transport and Related Services	2	0.6
454 - Water Transport	2	0.6
456 - Truck Transport	1	0.3
482 - Telecommunication Carriers	1	0.3
491 - Electric Power Systems	7	2.0
511 - Petroleum Products Wholesale	2	0.6
571 - Farm Machinery Equipment and Supplies	10	2.9
572 - Construction, Forestry & Mining	2	0.6
621 - Household Furniture Stores	1	0.3
631 - Automobile Dealers	17	4.9
632 - Recreational Vehicle Dealers	2	0.6
633 - Gasoline Service Stations	16	4.7
634 - Automotive Parts and Accessories	1	0.3
635 - Motor Vehicle Repair Shops	38	11.0
652 - Florists, Lawn and Garden Centres	1	0.3
731 - Life Insurers	1	0.3
733 - Property & Casual Insurers	1	0.3
741 - Security Brokers and Dealers	1	0.3

TABLE 9 - INDUSTRY OF EMPLOYED JOURNEYMEN (continued)

INDUSTRY	NUMBER	PERCENTAGE
779 - Other Business Services	1	0.3
811 - Defence Services	12	2.8
812 - Protective Services	2	0.6
813 - Labour, Employment, Immigration Services	1	0.3
816 - Human Resource Administration	6	1.7
817 - Economic Services Administration - Federal	4	1.2
825 - General Administrative - Provincial	4	1.2
827 - Economic Services Administration - Prov.	13	3.8
851 - Elementary and Secondary Schools	12	3.5
852 - Post-secondary, Non-University	8	2.4
859 - Other Educational Services	1	0.3
861 - Hospitals	4	1.2
921 - Food Services	1	0.3
991 - Machinery and Equipment Rental and Leasing	1	0.3
995 - Services to Buildings and Dwellings	2	0.6
TOTAL	344	

SOURCE: 1983 Journeymen Follow-up Survey - Question 9, Section A PEI Department of Industry. Some journeymen did not provide data on the industry in which they were employed.

Clearly, journeymen are employed in various industries. Some journeymen are working outside the province which explains why some industries where Prince Edward Island has no employment are included. The list points to the various industries where a journeymen can become employed, for example, construction industry, government, educational institutions, hospitals and manufacturing industries.

Approximately 41% of those employed are in the construction industry as one might expect. As well, 22% were employed in motor vehicle repair related industries, 12% in government (both federal and provincial) and 6% in educational service industries.

For those contemplating a career as a journeyman, employment can be obtained in a variety of different industries as well as occupations. For example, a person can be self-employed, work as a teacher, work in a hospital or a construction firm, each with different skills required.

Journeymen were asked to indicate if the employer was the one with whom they were apprenticed. Approximately 33% of the journeymen were employed with the same employer with whom they had apprentices, even though some would have completed the apprenticeship program in 1975. It would seem then that some employers have trained as well as retained their journeymen.

JOB TENURE

Journeymen were asked to indicate how long they had been in their present job. Approximately 42% had been in their jobs for more than seven years. In total, 64% had been in the jobs for more than one year. These results are quite different from the job tenure figures generated by the 1981 Employers Survey (a survey of private sector employers conducted by the PEI Department of Labour providing data on approximately 10,000 employees).

The results are presented in Table 10.

TABLE 10 - JOB TENURE OF JOURNEYMEN COMPARED TO ESTIMATES FROM THE 1981 PEI EMPLOYERS SURVEY

TENURE	JOURNEYMEN FOLLOW-UP #	%	Cumulative Percentage	1981 EMPLOYERS SURVEY #	%	Cumulative Percentage
Less than 1 Year	58	16.2	16.2	2,162	22.6	22.6
1 - 3 Years	69	19.2	35.4	3,388	35.4	58.0
4 - 6 Years	82	22.8	58.2	1,581	16.5	74.4
7 Years or more	150	41.8	100.	2,450	25.6	100
TOTAL	359	100%		9,581	100%	

SOURCE: 1981 PEI Employers Survey, 1983 Journeymen Follow-up Survey Question 9, Section A - PEI Department of Industry

Clearly, journeymen stay at the same job for longer periods of time. For example, 74% of those employees in the Employers Survey had been employed six years or less compared to 58% of the journeymen. As well, 42% of the journeymen compared to 26% of other employees were in their jobs seven years or more. This could be because one in every three journeymen are with the same employer with whom they apprenticed.

JOB STATUS

Journeymen were asked "Is this a permanent year round job?" in order to determine the number who

were employed part year. Three out of every four employed journeymen were employed in a permanent year round job. Thus, 25% were employed on a part year basis only. Once again the data can be compared to the 1981 Employers Survey. According to the 1981 survey, 29% worked part year compared to 71% working full year.

Therefore, journeymen were more likely to be working full year.

UNEMPLOYMENT

Journeymen were asked "what is the main reason you are presently unemployed?" As one might expect, lack of work was the main response (27 of the 32 who responded). Several other reasons were also mentioned such as cannot find suitable employment, job completed and change in company policy.

As well, journeymen were asked to indicate the number of months they had been unemployed. In total, 35 journeymen were unemployed on the average five months. Approximately 57% were unemployed four months or less. No journeymen was unemployed more than one year.

However, three journeymen had a job to start at a definite date in the near future. Those persons could be considered to be on lay off rather than being unemployed.

The unemployed were asked the following

question: "If you cannot find a trade related job locally, which of the following would you likely do?" The results suggest most would look for any job on Prince Edward Island(20), while some (11) would look for a trade related job outside the province. The third response, look for any job outside the province was not selected by any journeymen. Thus, the majority did not want to leave Prince Edward Island, but would rather look for any job in province as opposed to a trade related job out of province.

FUTURE PLANS

All journeymen were asked about their future plans in the next 12 months. The overwhelming majority (87%) planned to remain in their present job, while 8% were going to look for another job. About 1% planned to take full time training in a trade related area, as did 1% in a non-trade related area.

Clearly, the vast majority were intending to remain in their current jobs which is not surprising given the uncertain economic conditions in the summer of 1983.

COMMENTS

Journeymen were asked to provide any comments they might have on apprenticeship training and employment experiences. A number of journeymen provided very useful comments on the trade as well as employment descriptions. Appendix II summarizes some of the comments made by journeymen in various trades.

One frequent comment made was the need for

upgrading courses in order to keep apreast of new techniques and technologies. At the same time, however, upgrading courses have had to be cancelled because of a lack of participatns. Therefore there is a need to examine how to encourage more journeymen to take advantage of upgrading courses.

Another common suggestion was the need for more equipment and more up-to-date equipment. Proper training requires sufficient quality and quantity of equipment. Given how quickly equipment becomes obselete, training institutions require sufficient monies to obtain needed equipment, which has not always been possible. Equipment quality and quantity must be constantly reviewed if training is to meet employer's needs.

As well, there were comments on employment and working conditions. There were suggestions that there was not enough jobs for all the tradesmen who were currently in the trade.

There were some very positive comments about the apprenticehsip training system. However, on concern was that employers did not recognize the significance of either a trades qualification or a red seal certificate. This would seem to suggest the need to promote the importance of these certificates to Island employers.

Numerous comments were made on the block release training along with suggestions for improvements in the courses, for example, more emphasis on electronics in the electrician's courses. Business courses were also thought to be necessary to assist in the operation of their businesses.

Clearly, journeymen provided a number of useful

comments which can be taken into consideration.

TRAINING IMPLICATIONS

There are several implications of the results for training. First, there is a need to examine ways of encouraging journeymen to take upgrading courses which are necessary given new technologies and techniques. Second, there is a need to assess training levels very carefully to ensure there is not a surplus of journeymen. Third, the apprenticeship program must be both dynamic and innovative if it is to meet employers needs for skilled workers who are trained using up-to-date techniques and equipment. Finally, the age distribution in the various trades can result in training needs. Table 11 presents the age distribution by trade.

TABLE 11 - AGE BY MAJOR TRADE

MAJOR TRADE AREA	25-34	%	35-44	%	45-54	%	55-64	%	65+	%	TOTAL
Carpenters	59	51.8	33	28.9	15	13.2	6	5.3	1	.9	114
Electricians	34	52.3	21	32.3	8	12.3	1	1.5	1	1.5	65
Mechanics	86	61.4	33	23.6	17	12.1	3	2.1	1	.7	140
Plumbers	33	47.1	18	25.7	11	15.7	7	10.0	1	1.4	70
Sheet Metal	2	28.6	5	71.4	0		0		0		7
TOTAL	214		110		51		17		4		

SOURCE: Calculated from 1983 Journeymen Follow-up Survey PEI Department of Industry.

As Table 11 clearly illustrates, there is a very small percentage of the journeymen nearing retirement of those who received their trades qualification certificates between 1975 and 1979. However, 11% of the plumbers in the survey were over the age of 55. The

results represent only a portion of the journeymen currently in the trade. Thus, there are no training implications based on the number of journeymen about to retire.

SUMMARY

- Approximately 71% of the journeymen returned their questionnaires.
- 99% were male
- The average age of journeymen was 37 with the majority being between 25-34 years of age.
- Approximately 3% of the journeymen had moved outside the province.
- The majority (55%) had taken a pre-apprenticeship course which they found to be helpful. However, there were some concerns that the amount of time spent in practical applications was not adequate.
- More than half of the journeymen enrolled in the pre-apprenticeship course within a year of leaving the school system. However, approximately 35% had been out of school two years or more prior to enrolling.
- After completing the pre-apprenticeship course, 92% found employment as apprentices in the trade within six months.
- Less than half (47%) had taken block release training. Journeymen recommended that the amount of time spent in the shop be increased. As well, it was suggested that the quantity and quality of equipment be improved.
- Only 9% were dissatisfied with the apprenticeship program.

- When commenting on the final examination, journeymen suggested there was -
  a) a need to upgrade the exams,
  b) to include more Prince Edward Island work related situations and
  c) to emphasize practical evaluations.
- Journeymen were employed on the average of 10.5 months per year during the previous five years.
- Approximately 10% of the journeymen were unemployed.
- One in four of the journeymen in the survey was self employed.
- The majority of journeymen worked in jobs directly related to their trades. Others were employed in occupations such as teachers or managers.
- Only 5% were employed in a job the individual thought was not related to the trade.
- Journeymen were employed in various industries such as construction, manufacturing, government, educational institutions and hospitals.
- In total, 64% had been in their jobs four years or longer.
- Three out of every four employed journeyman were in a permanent, year-round job.
- The average length of unemployment was five months.
- The majority of those who were employed intended to remain on Prince Edward Island and look for a job.
- The overwhelming majority (87%) planned to remain in their present job in the next 12

months. Approximately 2% planned to take training.

- Journeymen made a variety of comments as to how aspects of the apprenticeship system could be improved.

Readers should consider that the comments are based on their training which was 5-10 years ago. Comments included the need for additional upgrading courses, more equipment and more up-to-date equipment.

CONCLUSIONS

Overall, journeymen were very satisfied with all aspects of apprenticeship training. The employment outcomes of the journeymen were very favourable given the economic conditions during 1983. As well, it is apparent that journeymen were very good employees as some were with the employer they apprenticed with and the length of time in the present job was higher than other survey results.

Journeymen, however, recommended some improvements based on their training experiences which occurred during the 1970's. Specifically the quality and quantity of equipment, the need for upgrading courses were major concerns.

In conclusion, the journeymen were very positive about apprenticeship training and the final examinations. However, they have identified key elements for successful training which are sufficient quantity and quality of equipment and instruction in up-to-date techniques and technologies.

"APPENDIX I"

DEPARTMENT
OF
LABOUR

MINISTER OF LABOUR
P.O. BOX 2000
CHARLOTTETOWN, P.E.I.
C1A 7N8
(902) 892-3416

Dear Journeyman:

The Prince Edward Island Department of Labour is conducting a survey of Journeymen who received their Certificate of Qualification between 1975 and 1979.

The information you provide will be used in our assessment of present apprenticeship training and certification programs. It will also provide useful information on the future requirements for journeymen in this province.

All information which you provide will be kept in strict confidence by the Department of Labour. Your name and address are used for checking that the questionnaire has been returned. The final report will contain only aggregate information and will not identify any individual journeymen.

We are asking that you complete the questionnaire and return it in the enclosed envelope by_____.

If you have any questions, please contact Lou Dalton at 892-3416.

Your co-operation and assistance will be very much appreciated.

Yours sincerely,

George R. McMahon

George R. McMahon, Q.C.

/mjc
ENCL:

P.S. IF THE JOURNEYMAN IS NO LONGER AT THIS ADDRESS PLEASE REDIRECT TO CURRENT MAILING ADDRESS

JOURNEYMAN FOLLOW-UP SURVEY
CONFIDENTIAL

All responses will be kept strictly confidential. At no time will your name be revealed.

OFFICE CODING ONLY

ID ☐☐☐ 012

LOCP ☐☐ 013

LOCA ☐☐ 014

If necessary, please correct the name and address below:

_____

_____

_____

BACKGROUND INFORMATION (Please check the appropriate box or fill in the blank)

1. SEX ☐, Male ☐, Female 015

2. YEAR OF BIRTH 19____ (Year) 016

3. Please check the highest level of education you have completed. (Check one only)

☐, Grade 10 or less
☐, Grade 11 (vocational or academic)
☐, Grade 12 (vocational or academic)
☐, Academic upgrading (Grade 12 equivalency)
☐, Some University
☐, University degree
☐, Some post-secondary
☐, Other: Please specify

_____

_____ 017

PRE-APPRENTICESHIP

4. (a) Did you take a pre-apprenticeship course in the trade you are certified in? (High School or Manpower sponsored)

☐, Yes ☐, No 018
(If no, go to QUESTION 5, Page 2)

(b) Was the course helpful in finding an employer to take you on as an apprentice?

☐, Yes ☐, No 019

(c) Did the course help you in the performance of your daily work activities?

☐, Yes ☐, No 020

(d) Was the coverage of the trade theory adequate?

☐, Yes ☐, No 021

(e) Was the amount of time spent in practical applications adequate?

☐, Yes ☐, No 022

(f) How much time elapsed between when you LEFT the school system and when you ENROLLED in the pre-apprenticeship course?

☐, 0 months ☐, 4 years
☐, 1 - 11 months ☐, 5 years
☐, 1 year ☐, 6 - 9 years
☐, 2 years ☐, 10 years or more
☐, 3 years 023

(g) How much time elapsed between when you COMPLETED the pre-apprenticeship course and when you secured employment in the trade?

☐, 0 - 6 months ☐, 1 - 2 years
☐, 7 - 11 months ☐, 3 or more years 024

(h) How could the pre-apprenticeship course be improved?

_____

_____

_____

OFFICE CODING ONLY

CIMP ☐☐ 025

BLOCK RELEASE TRAINING

5. Did you take block release training?

☐, Yes ☐, No 026
(If no, go to QUESTION 6, Page 3)

The following questions pertain to all of the BLOCK RELEASE portions of your apprenticeship training.

Select the number of EACH item which describes how you feel about your training course, and place the number in the box to your right.

HIGHLY INADEQUATE	INADEQUATE	ADEQUATE	HIGHLY ADEQUATE	NOT APPLICABLE
1	2	3	4	5

(a) The course content in relation to job requirements was ..... ☐ 027

(b) The amount of shop time was ..... ☐ 028

(c) The QUALITY of shop equipment was ..... ☐ 029

(d) The QUANTITY of shop equipment was ..... ☐ 030

(e) Overall quality of instruction was ..... ☐ 031

(f) Overall, my satisfaction with block release was ..... ☐ 032

APPRENTICESHIP TRAINING

6. (a) In general, are you satisfied with apprentice training as preparation for a job? (Check one only)

Very satisfied ☐, Satisfied ☐₂

Not satisfied ☐₃ 033

(b) If you answered "Not satisfied" in Question 6(a) above, check reason why. (You may check more than one)

Did not like the classroom part of the training ☐,

Did not like on-the-job training ☐₂

Apprenticeship training takes too long ☐₃

Salaries during apprenticeship training are low ☐₄

Hard to find employers willing to train ☐₅

Hard to find employment near my residence ☐₆

Other (specify) _____

FINAL EXAMINATION FOR CERTIFICATE OF QUALIFICATION

7. (a) Did the final examination cover all the important aspects of the trade?

☐, Yes
Go to 7(c)

☐₂ No 038

(b) If NO, which aspects should be included?

_____

_____

_____

(c) Do you have any other comments concerning the final examination (such as content, wording, or difficulty)?

_____

_____

_____

_____

_____

_____

ACTIVITY SINCE RECEIVING CERTIFICATE OF QUALIFICATION

8. In the past five years, on the average, how many months of the year have you been employed?

☐, 1 month ☐₄ 4 months ☐₇ 7 months ☐₁₀ 10 months

☐₂ 2 months ☐₅ 5 months ☐₈ 8 months ☐₁₁ 11 months

☐₃ 3 months ☐₆ 6 months ☐₉ 9 months ☐₁₂ 12 months 041

9. Please check the box which indicates your present status (i.e. employed, unemployed, other) and proceed to the appropriate section.

EMPLOYED (Go to Section A, Page 4) ☐, UNEMPLOYED (Go to Section B, Page 4) ☐₂

OTHER (Go to Section C, Page 5) ☐₃ 042

OFFICE CODING ONLY

RS1 ☐ 034

RS2 ☐ 035

RS3 ☐ 036

RS4 ☐ 037

ASP ☐☐ 0

FIN ☐ 040

SECTION A: EMPLOYED

(a) Are you self-employed

☐, Yes ☐, No 043

(b) Occupation _____

(c) Duties _____

(d) Employer _____

(e) Type of industry _____

(f) Is this the same employer that you apprenticed with?

☐, Yes ☐, No 046

(g) How long have you been in your present job?

☐, Less than one year ☐, 4 to 6 years

☐, 1 to 3 years ☐, more than 7 years 047

(h) Is this a permanent year round job?

☐, Yes ☐, No 048

(i) Is this job related to the trade you were certified in?

☐, DIRECTLY (Go to Question 10) ☐, INDIRECTLY (Go to Question 10)

☐, NOT AT ALL 049

(j) If your job is not related to your trade what is the MAIN reason?

☐, I looked but could not find a trade related job

☐, I could earn more money at other work

☐, Other, please specify: 050

_____

_____

_____

GO TO QUESTION 10, PAGE 5

SECTION B: UNEMPLOYED

(a) What is the main reason you are presently unemployed?

_____

_____

_____

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OCC ☐☐☐☐ 044

SIC ☐☐☐ 045

UNEMP ☐☐ 051

(b) How many months have you been unemployed?

☐₁ 1 month ☐₄ 4 months ☐₇ 7 months ☐₁₀ 10 months
☐₂ 2 months ☐₅ 5 months ☐₈ 8 months ☐₁₁ 11 months
☐₃ 3 months ☐₆ 6 months ☐₉ 9 months ☐₁₂ 12 months
☐₁₃ 13 months or more 052

(c) Do you have a job to start at a definite date in the future?

☐₁ Yes ☐₂ No 053

(d) If you cannot find a trade related job locally, which of the following would you likely do?

☐₁ Look for any job on Prince Edward Island
☐₂ Look for a trade related job outside the province
☐₃ Look for any job outside the province 054

Any comments _____

_____

_____

GO TO QUESTION 10

SECTION C: OTHER

Please specify _____

_____

FUTURE PLANS

10. What do you intend to do in the next 12 months?

☐₁ remain in present job
☐₂ look for another job
☐₃ take full-time education/training in TRADE RELATED area
☐₄ take full-time education/training in an area UNRELATED to my trade
☐₅ Other, please specify:

_____

_____ 057

11. If you have any additional comments relating to your apprenticeship training and employment experiences, please indicate them here:

_____

_____

_____

_____

_____

_____

_____

_____

_____

THANK YOU FOR YOUR CO-OPERATION AND ASSISTANCE!

OFFICE CODING ONLY

COM ☐ 055

OTH ☐ 0

COM ☐ 058

APPENDIX II

COMMENTS

Readers should consider that the comments are based on their training experiences 5-10 years ago.

BRICKLAYER

There should be a better screening of applicants as too many drop out of the trade.

Bricklaying course was adequate but would have liked to have been oriented to other related trades such as plastering, concrete, placing and finishing and ceramic tile.

Good course. Apprenticeship training relates to how hard one works and how one progresses.

CARPENTER

Young people out of vocational schools lack an understanding of the building processes and do not appreciate the importance of workmanship.

The textbooks were out of date according to one carpenter.

There are not enough jobs for the number of apprentices that are put through the course.

More time should be spent on the practical part of the course.

More night courses in job related areas.

Wages are too low - It's very hard to find an employer willing to spend enough time to properly train a student in the finer points.

Apprentices should be given more field work in areas that pertain to the trade. Theory is good but needs more practical work.

Important that journeymen cares enough to keep the book up to date.

Most employers on Prince Edward Island don't recognize the interprovincial license.

Courses in estimating costs of cabinet making jobs.

There should be more classroom instruction rather than having an instructor read to the class.

Block release or modular is not a satisfactory program, external exam more appropriate.

Business courses would be helpful.

Helpers stay as helpers rather than becoming apprentices as a result in a drop in wages.

Block release helped in performance of duties.

Trainees should get more help with job interviews. Also it is difficult for a qualified person to get work as so many will work for next to nothing. There should be a required rate for employers.

Overall, it's a good set up.

Not enough training in the use of the carpenter's square.

The classroom part of the training and the codebook is important. More information required at the builders level.

Not enough incentive for employers to allow an apprentice to complete upgrading. Block release would be invaluable but there are a lot of people who can't afford to go back or are afraid of losing his/her job.

Too much emphasis has been placed on construction trades training: limited career opportunities.

Not enough practical training in school nor enough variety in on-the-job.

Work in construction industry is hard to obtain.

There should be courses in boat building and repair.

Did not go through apprenticeship program. Went to night school. Found the classroom and practical work excellent.

Pleased with my training.

Training program excellent.

Should have 50% of the training in shop.

Apprenticeship training was very good for residential work but devoted very little time to heavy construction. Union representative should be asked to speak to the apprentices to make them aware of the union.

Carpentry and boat building course helpful in finding emoloyment.

Apprentice and pre-apprenticeship course has really been of no advantage. Lots of people with no course make more money and have no trouble getting jobs as a license is not required in anything including all the government sponsored grants and jobs.

Persons who are excellent carpenters and have been in the trade a number of years, are not able to obtain their trades qualification because of a lack of earlier education so they cannot follow exam procedure or read well. Efforts should be made to help these people become certified.

Been employed on average five months per year for the last ten years. Too many in the trade or not enough employment.

Need up-dated courses for construction carpentry in order to remain up-to-date.

COOK

There is a need for more night courses in cooking.

Employers do not recognize the trades qualification certificate. When looking for a job with my trades qualification and 15 years experience, am offered the same pay as a student or novice.

DRAUGHTSMAN

Trade training enabled to find first drafting job.
More people may apply for drafting trades qualification
as computer aided drafting becomes more common.

ELECTRICIAN

People working as contractors should require a contractors, not a journeymen's license. (Note contractors do require a license from Electricial Inspection Branch, PEI Department of Community Affairs).

Habits picked up on the job last longer than in school training. On-the-job training should be the greater part of the trade examination.

No educational facilities at the Western end of the Province so can't pass inter-provincial exam.

Shop part of the block release should be used to give students a choice to work on things they would normally not have a chance to work on.

Apprenticeship training should spend time on grounding lightning rods and grounding.

There is a need for electronics in maintenance as new pieces of equipment have printed circuits and solid state devices.

There should be more input for motor controls to industrial wiring. Inter-provincial exam should be based more on the work done on a daily basis.

There should be a one-week refresher course available in the electrical field to allow journeymen the opportunity to bring up problems and keep abreast of new techniques.

There should be a refresher course for journeymen in the electrical trade, every two years. If one is confined to one type of wiring, unable to work in other parts.

Electrical information concerning utility type applications for electrical work is required.

Construction training in school should be dropped as this can be learned on-the-job. There should be a refresher course for electrical.

Failed contractors exam because there is no training course in this area.

Training in basic electronics is necessary all electricians should have this because there is more electronic equipment coming into the trade.

There are too many people in the trade.

Need for more on-the-job rather than booth wiring at school.

The Heating,Ventilating, Air conditioning graduates should be entering industry at apprenticeship level and working their way up thro[illegible] the trade in oil burners, refrigeration and air cond[illegible]oning.

INDUSTRIAL, FARM MACHINERY, CONSTRUCTION MECHANIC

Block release instructor provided books to read, did not teach. Farm machinery out of date in block release.

Island's present system should go back to the old system, and that the test remain the deciding factor who will receive a trade certificate. [Note: The final examination is the deciding factor in the granting of trade certificate.]

Few garages that will take the time to properly train an apprentice.

Need for upgrading courses related to newer equipment.

Quite satisfied with the system.

MACHINIST

More specialized training courses are necessary.

Employers are reluctant in the machinist and millwright trades to take on apprentices.

MOTOR VEHICLE MECHANIC

Not teaching up to the level of the vehicles on the highway.

Other than learning how to pass an exam, did not find in-school training was worthwhile.

Need for more control over back-yard butcher shops that give the auto body trade a bad name.

Shortage in motorcycle repair area.

More effort in on-the-job training. Staff should follow up to ensure people stay with the trade. There is more variety once you know the basics.

There should be stricter legislation about health in the motor vehicle repair trade.

It is not necessary to start a training program in motorcycle repair.

There should be upgrading courses available after achieving the license, in other areas besides Charlottetown.

The salaries paid to mechanics are too low.

It is important that the block release instructor know theory and practical and be able to relate that knowledge to the students.

Refresher course at night is important.

Would like to see a diesel course offered at West Prince.

There should be more practical work for Students.

Would like to take training in a trade related area but have been turned down because already have a trade.

Training in schools out of date. Cover old skills and are out of touch with skills needed for modern job market.

Mechanic has to buy own tools, no pension, bad working conditions, no job security, and every year new cars, people expect mechanics to know everything about them. Would-be mechanics should be filled in on this. Course entrants should be interviewed better.

Upgrading on motor vehicles is required, a union is necessary, apprentices should get a good variety of work. There should be a day for mechanics to get together.

Difficult to get a job that pays good money. Make just as much driving a truck.

Need for more equipment and more up-to-date equipment.

Employers should be educated that one cannot learn everything in a nine month course, as some will not allow for the time it takes to get more experience.

A lot of things in the trade that were not taught during apprenticeship.

Short course (practical) held by specialists in such areas as carburator, electrical and transmissions would be helpful. Some practical training in customer relations, shop procedures, work orders, parts slips, parts ordering would also be an asset. Most apprentices unprepared for day to day bustle of shop and comments from customers.

MOTOR VEHICLE

In motor vehicle repair should be more specialization in one aspect of the trade. More time should be spent in both theory and shop in the trade specialty area.

Instructor had a problem demonstrating new ideas as a result of lack of tools as well as engines and power trains.

Pre-apprenticeship teachers must keep abreast of the issues.

New books and new teaching methods are required to keep abreast of new technology.

Excellent training in motor vehicle repair: main-thing lacking is students to take advantage of the training.

There is a need for more coverage in some areas, have a better time for block release with skilled technicians in particular job applications. More follow-up programs to keep abreast of changes in the trade.

Should have electrical and fuel update courses that touch on electronics and emissions.

Block release is satisfactory. On-the-job training is very important in the apprenticeship program.

As an employer do not think students coming out of block programs are qualified enough.

OIL BURNER

More should be taught on tools and equipment.

Apprenticeship on-the-job training should be enforced as some come out of a manpower course, write and receive T.Q.

When taking block release it is difficult to live on the amount from Manpower.

There is a need for upgrading - e.g. propane seems to be the fuel of the future. Training programs in this field should now be in effect.

Grade 8 rather than Grade 10 for more people in the trade.

Think if a person read up on the trade could pass the exam and still not know how to fix the furnace.

PLUMBER

Pre-apprentices want the big bucks whereas the person off the street is more willing to learn.

The ratio in plumbing should be one journeyman, two apprentices.

Block release should be three weeks shop, three weeks classroom: wages should be the same.

Apprentices should have more on-the-job experience with commercial and industrial work.

Should be refresher courses in plumbing.

Apprenticeship training was very good. Not enough work for the number of tradesmen.

Meaningful to spend time in the classroom

SHEET METAL

Non union employer exploits employees by paying about half wage rate

Sheet metal course helpful in passing exam.